



Fermín Lecumberri Cano

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Labor and Employment

Fermín is a lawyer with over 10 years' experience in providing advice to national and multinational companies in connection with employment and social security law.

He has been an associate at leading Mexican and multinational law firms. Since 2015 he has been a member of ANADE (Mexican Association of Business Lawyers). From 2019 to 2021 he taught the class in Individual Labor Law at Universidad Anáhuac del Norte.

He has broad experience in labor union negotiations and lawsuits involving collective labor matters, as well as in labor law aspects of mergers, acquisitions, restructurings and development of labor relations strategies.

Experience

Fermín Lecumberri is a principal associate in the Labor and Employment practice.

Fermín advises national and foreign clients in complex labor law matters, including labor union negotiations, investment planning, implementation of efficient labor structures, transfers and dismissals of executives, share-based compensation programs and flexible benefits plans.

He has provided advice on individual labor law matters, focusing on the implementation of global policies, employee manuals, codes of ethics and codes of conduct, bringing them into line with Mexican legislation to ensure regulatory compliance.

He has experience in managing inter-union disputes in Mexico, including assistance with disputes regarding representation in relation to collective labor agreements at industrial plants. He developed an integral analysis and communication model to train workers on collective labor relations matters, ensuring compliance with Mexican labor law.

He was in charge of a labor and social security audit of all companies in a major group engaged in the manufacture of personal hygiene products. He also prepared and implemented a new job model for a tech multinational, aligning it with the needs of the business and local regulations.

He was responsible for negotiating new employment terms and conditions for union members represented by the Mexican Electricians Union, complying with the provisions of the United States-Mexico-Canada Agreement (USMCA) and mitigating the risk of a claim under the Rapid Response Labor Mechanism.

He headed internal and external teams in the reorganization of the corporate and labor structure of a leading bank in Mexico, contributing to its strategic and operational alignment.

Fermín is fluent in Spanish and English.

Academic background

- Master's Degree in Human Resources and Labor Relations, EAE Business School, Madrid, Spain. (2012).
- Degree in Law, Universidad Iberoamericana de la Ciudad de México. (2009)

Memberships

- Member of the International Bar Association.
- Member of ANADE (Mexican Association of Business Lawyers).
- Member of the British Chamber of Commerce.
- Member of the Japanese Chamber of Commerce.
- Member of the Canadian Chamber of Commerce.

Distinctions

- Chambers and Partners Latin America 2025
Associates to watch
- Best Lawyers 2025